Guidelines for Admittance of Excellent Teachers

Adopted by the Vice-Chancellor on 6 December 2011 (revised 15 May 2012)
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Background

The document *Mål och strategier för Uppsala universitet*¹ (Goals and Strategies for Uppsala University) stipulates that the University is to carry out research and education of the highest quality. This entails, among other things, that students are to be provided with environments conducive to their development into knowledgeable, critically thinking, creative and responsible individuals. A necessary condition of success is instruction by qualified teachers skilled both in terms of science/scholarship and teaching methodology.

The document *Pedagogiskt program för Uppsala universitet*² (Teaching and Learning at Uppsala University. Guidelines for Educational Activity and Development) emphasises that competence, commitment and expertise concerning teaching and learning in higher education are expressly to be valued for appointments that involve an educational dimension. The University is to show teachers, in a variety of ways, that it pays to develop their teaching qualifications and teaching proficiency. The Guidelines also state that the University is to introduce appropriate forms for assessing teachers teaching expertise and that a system for such assessment is to include incentives for teachers to obtain teaching merits. The criteria for teaching expertise stipulated in the University’s regulations are to serve as the basis for the system in question.

Guidelines

The term “excellent lärare”³ is to be used with respect to teachers who have attained a higher level of teaching expertise. This level is clearly to be distinguished from the basic level, just as the docent level is distinguished from the doctor level. The English term is Excellent Teacher.

Each domain/faculty board is charged with drafting supplementary guidelines in accordance with these Guidelines for Admittance of Excellent Teachers.

Each domain/faculty board is to specify more closely the requirements for admittance of Excellent Teachers. These requirements are to reflect the criteria for teaching expertise specified in the document *Anställningsordning för Uppsala universitet*⁴ (Appointment Regulations for Uppsala University). Teachers are to document their merits in a teaching qualifications portfolio. Assessment of such merits may be supplemented by interviews and by testing for teaching skills.

In order to serve as an incentive to teaching and learning development, the supplementary guidelines formulated by each domain/faculty board shall promote involvement by individual teachers and their departments. Any teacher admitted as Excellent Teacher shall, upon his or her admittance, receive a standardised salary increase (cf. docent admittance).

Only teachers at Uppsala University employed for an indefinite term⁵ (lecturers, senior lecturers and professors) are eligible for admittance as Excellent Teachers⁶. At least one opportunity to apply shall

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¹ UFV 2007/1478
² UFV 2007/670
³ At Lund University, the corresponding term is “Excellent Teaching Practitioner”; at Mälardalen University and Karolinska Institutet, it is “Excellent Teacher”.
⁴ UFV 2010/1842
⁵ In accordance with the teacher categories specified in the Appointment Regulations for Uppsala University.
⁶ At least one opportunity to apply shall
be made available each year. Each domain/faculty board shall establish a working group\textsuperscript{7} to evaluate applications. The opinions of two referees concerning teaching expertise, one of whom shall be from another higher education institution, shall be obtained with respect to each case. At least one of these referees is to have his/her scientific/scholarly expertise in the same field as that of the applicant. The working group shall submit recommendations prior to the decision of the domain/faculty board. A renewed application may be submitted no sooner than one year following a rejection.

These revised\textsuperscript{8} guidelines shall take effect on 1 July 2012 and shall be subject to a University-wide review during 2014.

\textsuperscript{6} The Faculty of Medicine may specify special rules for individuals who, although employed by the county council, are highly involved in teaching at the University.

\textsuperscript{7} Working groups shall include student representatives.

\textsuperscript{8} The revision implies that the following passage has been removed from the Guidelines: No further assessment of the eligibility concerning teaching expertise of a person who has been admitted as Excellent Teacher shall be required in connection with an application for a new appointment, promotion or admittance as docent at Uppsala University.